

Identifying Pipeline Roadblocks for Minority Women into Political Leadership Positions in North Carolina

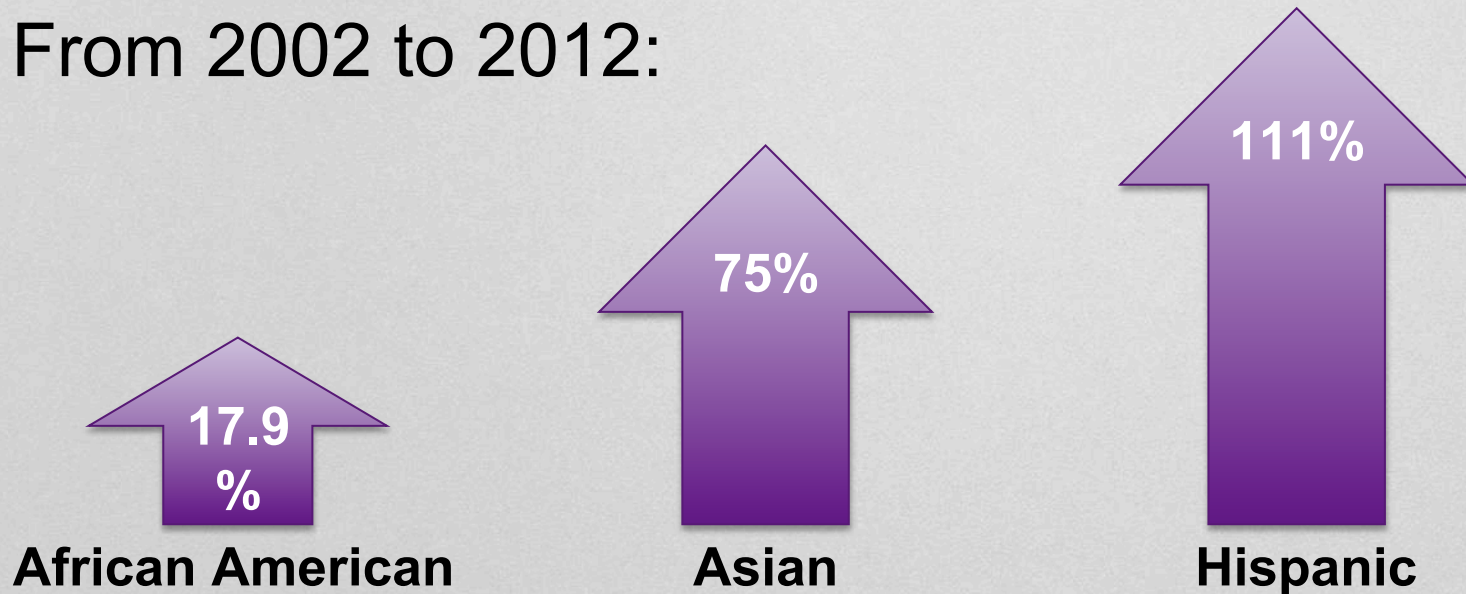
Maya Krishnan
North Carolina State University, 2016 CSW Fellow

“The troubling fact is that issues at the center of the lives of women of color rarely if ever take center stage in the political arena. Yet for them, having a consequential voice in our public policy discourse is not an abstraction; it is real, and the lack of it has direct and sometimes detrimental impacts on their world—their livelihoods, their bodies, their children, and their families.”

-Maya Harris, Center for American Progress

Current Political Landscape in NC

- 27% of 5000 elected positions in NC are occupied by women
- 2.2% are occupied by Women of Color
- 16.3% of NC's population are Women of Color
- From 2002 to 2012:

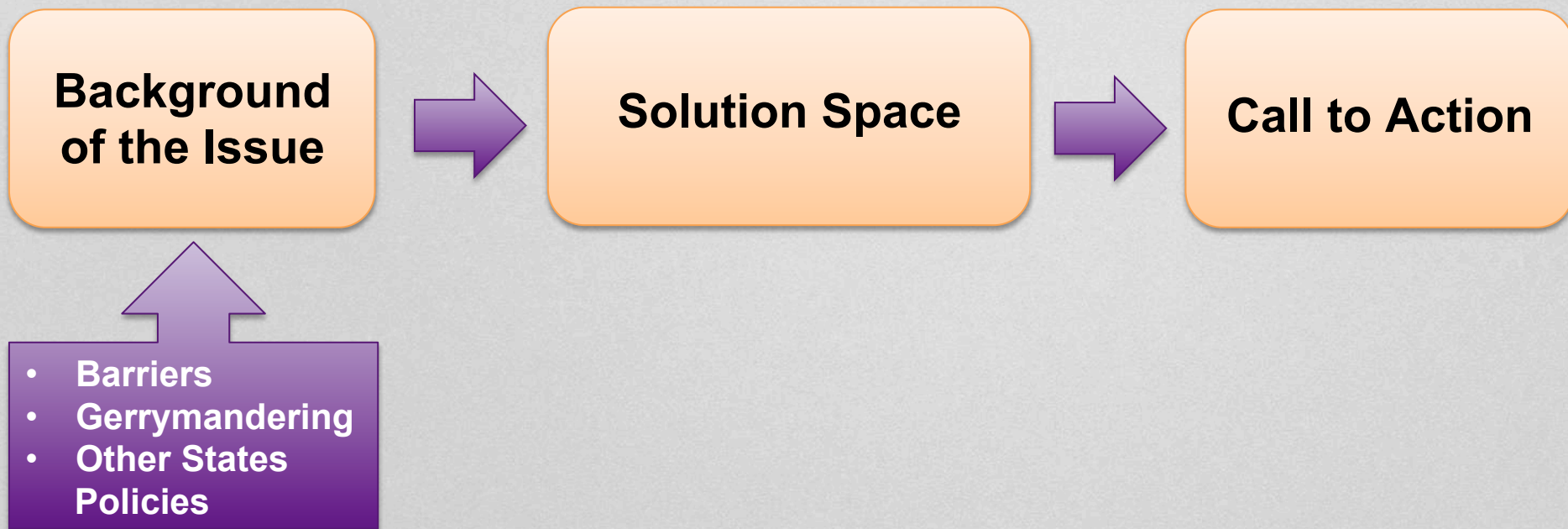


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Statement of the Problem

We need focused, cooperative efforts and action from both our government and external organizations to increase the voices of Women of Color in elected office.



Barriers

“Sometimes it was obvious to me that what I was saying was being ignored.”



“Your opinion is still seen as ‘less than’ other folks opinion.”

Barriers to Entry

Roadblocks

Reasons

Financials

- Cost of campaign
- Financial viability of elected office
- Cost of travel
- Historic financial stability

Visibility

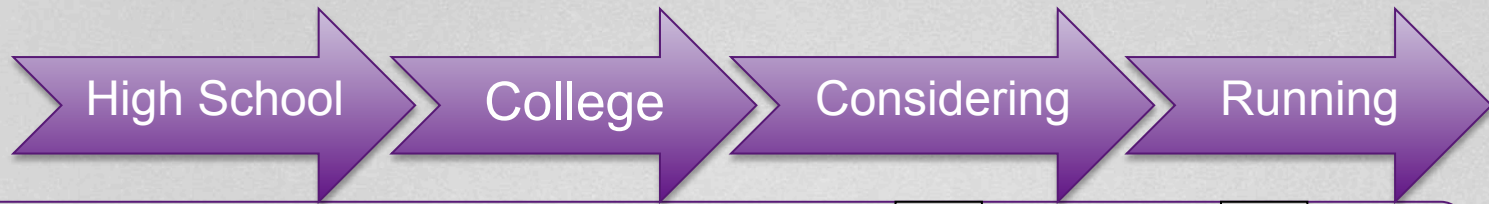
- Lack of **role models**
- Feeling of exclusion from a space devoid of people who look like you
- Lack of systematic and consistent encouragement towards political aspirations

“Many minority women will find that whatever path we take, we have to create.”



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Family

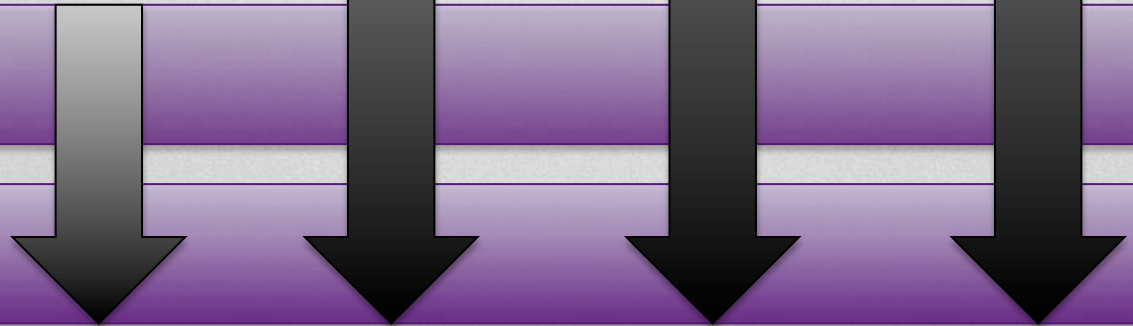
**Fear of Losing/
Lack of Support**

**Perceptions of
Qualifications Issues**

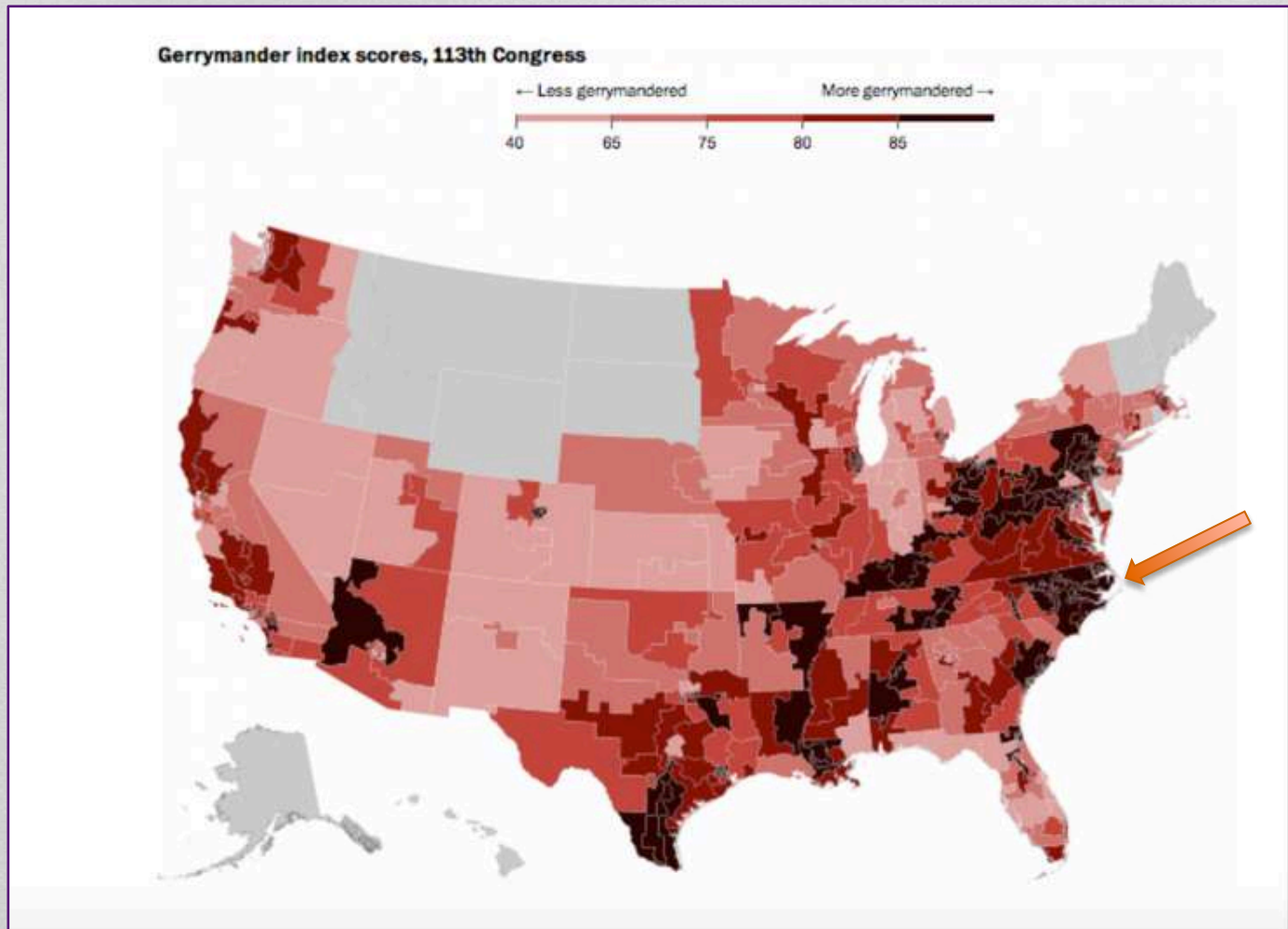
**Needing to
be Asked**

Financials

Visibility



External Barriers



Policy Recommendation

- NC General Assembly Internship Program
 - Paid internships in the House and Senate
 - Executive Branch
 - Governor's Staff
 - Legislative Branch
 - Staff Interns
 - Legislative Interns

Recommendations

- 1)Recruitment
- 2)Transparency
- 3)Placement



Best Practice Model

Lillian's List, NC

- 501(c)(4) organization giving resources and support to progressive pro-choice women running for elected office
- Training Sessions
- Recruitment Model



External Organizations

Running Start

- “Elect Her: Campus Women Win”
 - Collaborated with AAUW
 - NC events in Wilmington and NC Central
- “Young Women’s Political Leadership Program”
- #ILookLikeAPolitician



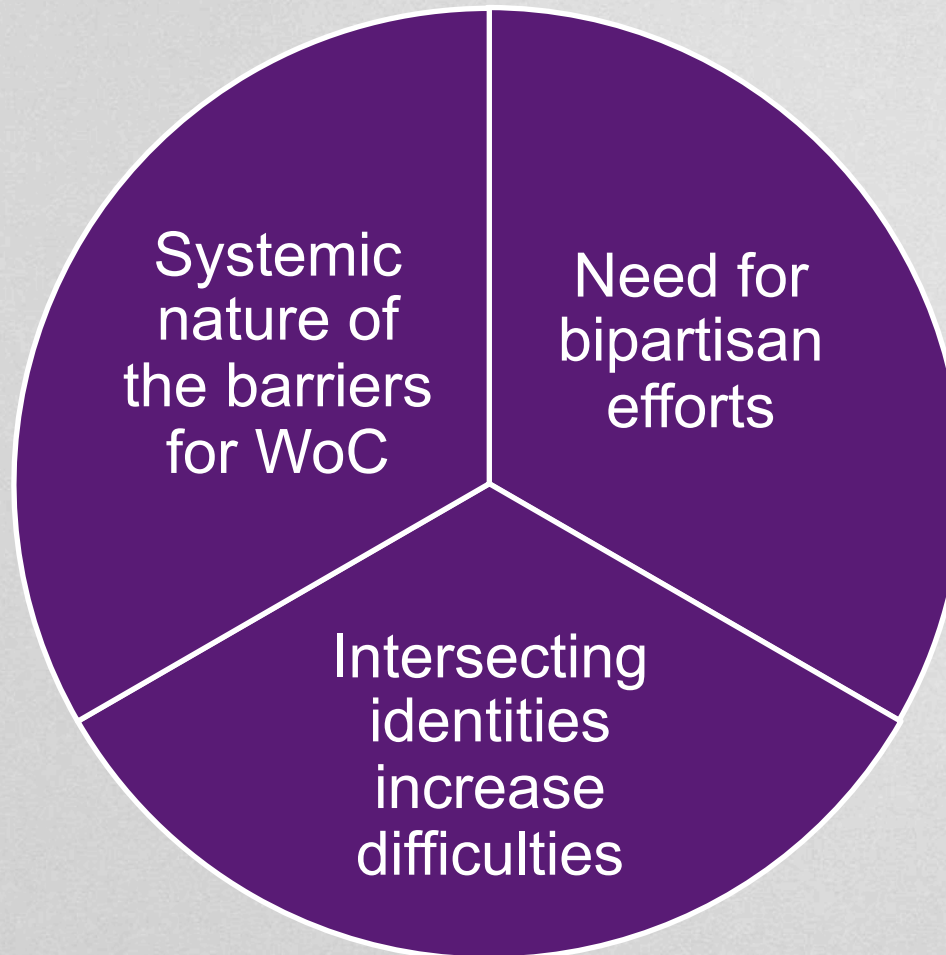
Program Name	Timeline	Roadblocks					
		1	2	3	4	5	6
NCGA Page Program	High School		√				√
LL Get Elected	Running	√	√	√		√	
LL Issues Training	Considering/ Running			√		√	
LL Run to Win (Public Speaking Training)	Considering/ Running			√		√	
RS Young Women's Political Summit	High School		√	√	√	√	√
SC Gubernatorial Appointment Project	Considering	√		√	√	√	
RS Women's Leadership Program	High School		√	√	√	√	√
RS/AAUW Elect Her	College				√		√
NCGA Internship Program	College		√	√	√		√
LL Get Ready to Run	Considering/ Running	√	√	√	√	√	



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Policy Shortcomings



Call to Action

We need to elevate the voices of Women of Color in NC political leadership:

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- By investing in the future of our state and thinking about the long term.
 - By actively supporting and cooperating with external programs & organizations (Lillian's List, Running Start, AAUW, Girls in Politics) that help increase diversity in the political process.
 - By maximizing existing government programs (NCGA Internships, Page programs) to engage communities that are historically under-represented in the political process.

Citations

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